

THIS LAW PROTECTS APP-BASED WORKERS COVERED BY THE ORDINANCE REGARDLESS OF IMMIGRATION STATUS.



EFFECTIVE MAY 1, 2023, COVERED COMPANIES MUST COMPLY WITH THIS LAW. RETALIATION IS ILLEGAL.

## NOTICE OF RIGHTS

### App-Based Workers Paid Sick and Safe Time Ordinance

The ordinance applies to certain app-based workers (sometimes referred to as gig workers) and provides several right and protections

#### Paid Sick & Safe Time (PSST\*)

For covered workers with a health or safety issue, or to care for a family member

**Sick Time:** Physical or mental health condition, including medical appointments

**Safe Time:** Reasons related to domestic violence, sexual assault, stalking, public health issue, or closure of work, school, or place of care

\*Food Delivery Network Company workers who accrued PSST prior to 5/1/23 can keep and use it under this Ordinance

#### Who is Covered?

- May 1, 2023: app-based workers who work in Seattle for food delivery network companies with at least 250 app-based workers worldwide
- January 13, 2024: coverage expands to other app-based workers

### Covered App-Based Workers' Rights

- Earn one day of PSST per 30 days worked in Seattle
- Count any pick-up or drop-off in Seattle toward accrual
- Monthly notice of PSST accrual, amount available, used, and pay rate
- Paid average daily compensation rate for each day of PSST
- Take available time off 24 hours at a time
- Protection from retaliation
- File complaint with OLS or file civil lawsuit



### Contact Office of Labor Standards

App-Based Workers: Ask a question or file a complaint with OLS  
Companies: Receive training or confidential technical assistance

206-256-5297



Seattle Office of Labor Standards

[seattle.gov/laborstandards](https://seattle.gov/laborstandards)